



Diversity Initiative Johns Hopkins Medicine

Current State
Ongoing Efforts



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The Challenge Ahead of Us

- We are the best medical institution because of the talent (students, residents, fellows and faculty) we attract and retain.
- To maintain excellence and train the leaders of medicine in the future we have to attract and retain more URM at all levels - leadership, administration, faculty, students & residents.



Mission-Vision-Values of JHM - 2005

MISSION

The mission of Johns Hopkins Medicine is to improve the health of the community and the world by setting the standard of excellence in medical education, research and clinical care. **Diverse and inclusive**, Johns Hopkins Medicine educates medical students, scientists, health care professionals and the public; conducts biomedical research; and provides patient-centered medicine to prevent, diagnose and treat human illness.

VISION

Johns Hopkins Medicine provides a **diverse and inclusive environment** that fosters intellectual discovery, creates and transmits innovative knowledge, improves human health, and provides medical leadership to the world.

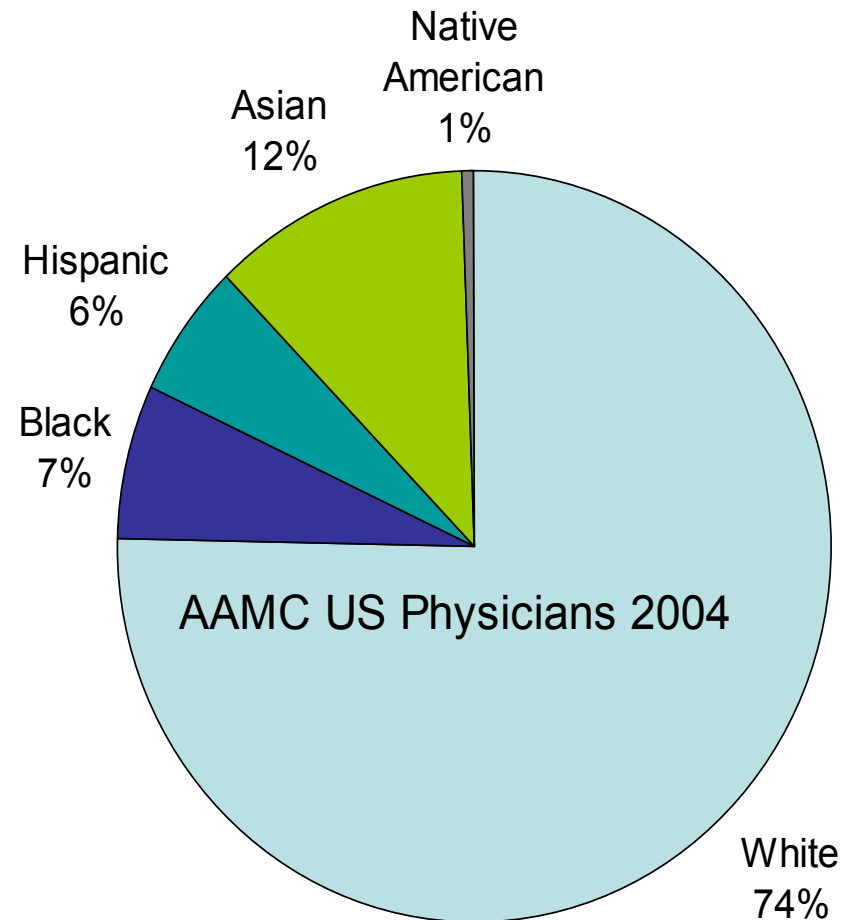
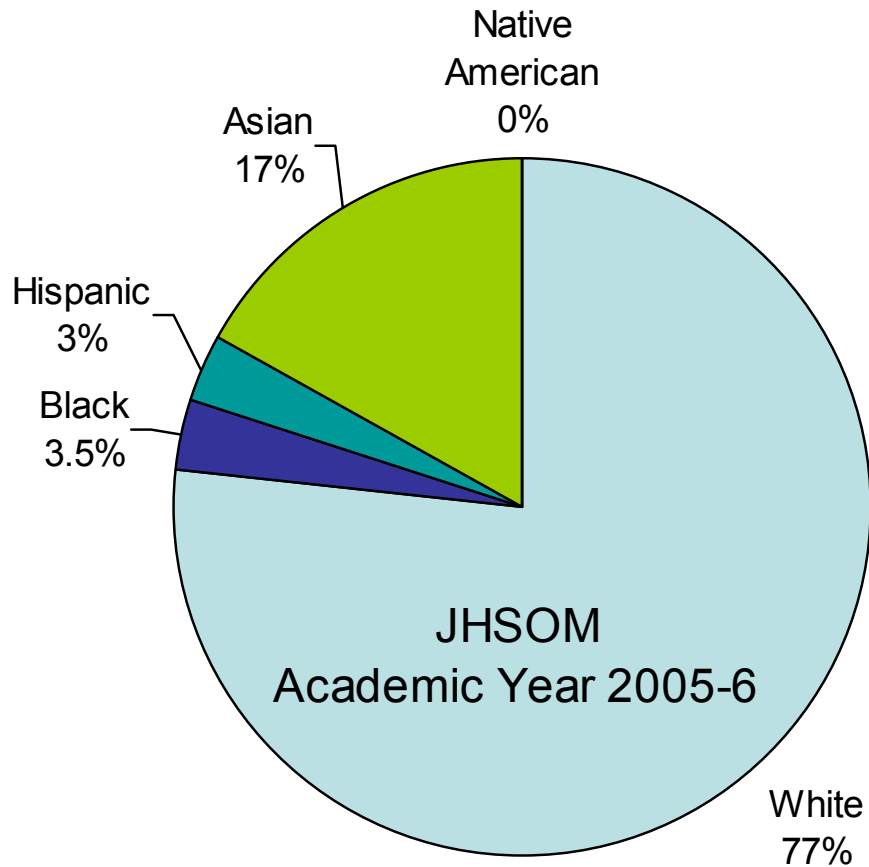
CORE VALUES

Excellence & Discovery
Leadership & Integrity
Diversity & Inclusion
Respect & Collegiality



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Our Current State: JHSOM Faculty vs. AAMC Physicians



Our Pipeline

Minority Pipeline 2006

| | % URM |
|------------------|-------|
| Faculty | 6% |
| Fellows | 10% |
| Medical Students | 13% |

Faculty Pipeline 2006

| | % URM |
|------------------|-------|
| Professor | 3% |
| Assoc. Professor | 4% |
| Asst. Professor | 7.5% |
| Instructor | 12% |

Faculty Turnover 2005-6

| | |
|------------------|-------|
| Majority Faculty | 7-9% |
| Minority Faculty | 9-11% |

We need to retain & advance URM's in the JHM pipeline!

We need to do a better job of building networks inside of Hopkins

Please indicate whether you agree or disagree:

% who agree

| Networking activities... | <u>Majority</u> | <u>URM</u> |
|--|-----------------|------------|
| Occur outside of work in social activities | 24% | 50% ** |
| Include ethnic minorities | 33% | 7% ** |
| Include women | 42% | 21% |
| Include foreign-born faculty | 32% | 14% |

**p<0.01

Source: The Roll of Cultural Diversity in Recruitment, Promotion and Retention of Faculty in Academic Medicine Lisa Cooper and Eboni Price

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URMs aren't leaving Academic Medicine...but they think they will leave Hopkins

| <u>Question:</u> | % who say yes | |
|---|-----------------|------------------|
| | <u>Majority</u> | <u>URM</u> |
| Do you believe you will still be in academic medicine in 5 years? | 83% | 86% |
| Do you believe you will still be at Johns Hopkins in 5 years? | 69% | 39% [*] |

* p<0.05

Source: The Roll of Cultural Diversity in Recruitment, Promotion and Retention of Faculty in Academic Medicine Lisa Cooper and Eboni Price

What is Johns Hopkins Medicine Doing?

2005

- Dean's Leadership Retreat – Deans, Dept Directors & VPs, Committed to Diversity as a Strategic Priority
- Integrated diversity & inclusion in mission, vision, values.

2006

- Diversity/Inclusion Education Retreats >400 Administrative & Faculty Leaders
- Diversity a strategic objective for all departments & JHM entities in the strategic plans.
- Diversity education for all Department Chair searches
- Formation of a JHM Diversity Committee direct effort
- JHU Baseline survey – 2006.

2007

- Faculty Retreats for all minority faculty with JHM leadership
- Established The Robert & Jane Meyerhoff Professorship
- Associate Dean for Diversity & Cultural Competence



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We've established our baseline...

JHU Diversity Survey

- Survey of all Johns Hopkins Medicine – Staff and Faculty
- Issues of leadership commitment to diversity;
Climate, culture and respect for differences.
- Results:
 - Leadership commitment to diversity & inclusion.
 - Diversity training would improve JHM climate.
 - Increase diverse representation of staff & faculty at senior levels.
 - Improve inclusion in JHM formal & informal networks.



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Johns Hopkins Medicine Diversity Committee

- Charged by the Dean to lead the Diversity Initiative for JHM.

- Subcommittees – Areas of Focus:

- **Leadership & Culture**

Create an inclusive culture that values diversity through leadership that supports and reflects diversity & inclusion.

- **Organizational Excellence & Infrastructure**

To establish organizational readiness by building broad scale diversity awareness, skill, engagement and accountability as measured through diversity climate surveys and other periodic pulse surveys

- **Talent**

Ensure that diverse talent is present, developed and advanced throughout the pipeline of staff, faculty & students.

- **Patient & Community**

Enhance JHM's delivery of culturally competent care, reduce health disparities, strengthen the JHM community efforts.



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Accountability for Progress

- JHM entities & departments report annually to Dean/CEO strategic plans & progress. Increase in URM residents in Medicine, Ophthalmology, Surgery, Radiology and new faculty recruitment.
- Report quarterly to the JHU SOM Board of Trustees.
- Staff, Faculty & Students have heightened expectations through Diversity Retreats & Town Meetings that cultural change will occur, progress will be made.

